



Building Fair and Productive Workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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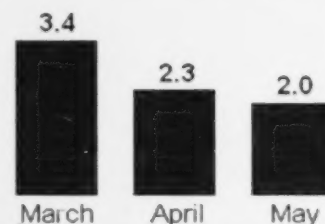
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Wage Settlements Covering 500 or More Employees

May 2008

Major collective bargaining settlements in May 2008 provided base-rate wage adjustments averaging 2.0% annually over the contract term, lower than the 2.3% figure in the previous month and lower than the 2.9% figure recorded in the first 5 months of this year. The results for May are based on a review of 23 settlements and cover 71,130 employees.

**Percentage Wage Adjustments in
Major Settlements by Month**

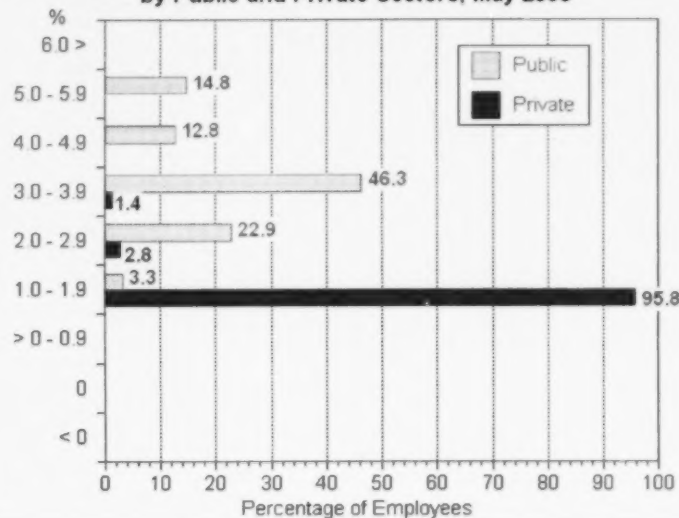


When the parties to these settlements previously negotiated, contract duration averaged 38.9 months and the resulting wage adjustments averaged 2.5%, compared to the 2.0% in their current round of settlements and average contract duration of 40.0 months.

The 6 General Motors, Ford, and Chrysler auto-sector agreements in Ontario exerted downward pressure on the aggregate wage figure by providing 34,690 employees with a wage adjustment averaging 1.0% over 3 years. The contracts provide for a wage freeze in the first year, a 1.4% increase in the second, and 1.8% in the third. Excluding these agreements in the auto sector, the remaining 16 agreements in May 2008 averaged wage increases of 2.8%.

Wage adjustments in the public sector averaged 3.4% for 3,370 employees in 11 agreements; private-sector wage adjustments averaged 1.2% for

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, May 2008



47,760 employees in 12 agreements. In the public sector, the relatively higher wage adjustment figure was due in part to an agreement with the City of Edmonton which provided 1,050 firefighters with a wage increase averaging 5.2%. The Government of Newfoundland and Labrador also reached an agreement providing 2,400 healthcare employees with a wage increase averaging 5.0%.

On a jurisdiction basis, wage adjustments ranged from a high of 5.0% in Newfoundland and Labrador, to a low of 1.2% in Ontario. The largest concentration of employees (62%) was also in Ontario (due to auto-sector settlements). Wage increases in the federal jurisdiction averaged 2.6% (with Bell Canada at 1.9%, Purolator Courier at 3.1%, and 2 Government

of Canada settlements, one with the ship maintenance employees at 3.8% and the other with the finance classification group at 2.3%).

On an industry basis, wage adjustments ranged from a high of 4.2% in the education and health sector (includes the Newfoundland healthcare agreement), to a low of 1.1% in the manufacturing sector (auto-sector influence). The largest concentration of employees (52%) was in the manufacturing sector.

Wage adjustments in the May settlements ranged from a low of 1.0% for 34,690 auto workers with General Motors, Ford, and Chrysler in Ontario, to a high of 5.2% for 1,050 firefighters with the City of Edmonton. In May 2008, the majority of employees (65.4%) received wage adjustments in the 1.0 to 1.9% range; 34.6% of employees received adjustments above that range and none were below it.

Wage adjustments for the first 5 months of 2008 (January through May) averaged 2.9%.

Average Annual Percentage Wage Adjustments by Month

	2008		
	March	April	May
Sectors			
Public Sector	3.4	2.5	3.4
Private Sector	1.0	2.1	1.2
All Industries/Jurisdictions			
Average Annual Adjustment	3.4	2.3	2.0
Non-COLA	3.4	2.3	2.8
COLA	-	2.3	1.0
First-Year Adjustment	3.4	2.2	1.5
Non-COLA	3.4	2.2	3.0
COLA	-	2.2	0.0
Industries			
Utilities	-	3.0	-
Manufacturing	1.0	2.4	1.1
Wholesale and Retail Trade	4.7	2.0	1.2
Transportation	-	-	2.9
Information and Culture	-	2.3	1.9
Education, Health and Social Services	3.4	2.6	4.2
Entertainment and Hospitality	-	0.9	3.0
Public Administration	1.8	3.1	3.1
Jurisdictions			
Newfoundland and Labrador	-	-	5.0
Prince Edward Island	3.0	-	-
Nova Scotia	-	-	2.9
New Brunswick	-	3.0	-

	2008		
	March	April	May
Quebec	1.8	2.2	2.4
Ontario	3.0	2.2	1.2
Manitoba	5.0	2.6	-
Saskatchewan	2.3	-	-
Alberta	4.5	-	4.9
British Columbia	-	3.5	-
Federal Jurisdiction	-	2.3	2.6

Average Annual Percentage Wage Adjustments by Quarter

	2007			2008
	2 nd	3 rd	4 th	1 st
Sectors				
Public Sector	3.0	4.1	3.4	3.2
Private Sector	3.1	3.7	3.2	4.0
All Industries/Jurisdictions				
Average Annual Adjustment	3.0	3.9	3.4	3.4
Non-COLA	3.1	3.6	3.4	3.3
COLA	2.6	4.8	3.4	5.5
First-Year Adjustment	4.0	3.9	3.9	3.3
Non-COLA	4.3	3.6	3.9	3.2
COLA	2.5	4.8	4.4	6.2
Industries				
Primary Industries	3.3	5.7	-	4.8
Utilities	4.0	4.2	4.4	3.3
Construction	3.2	3.9	3.4	5.8

	2007			2008
	2 nd	3 rd	4 th	1 st
Manufacturing	2.0	4.2	2.8	1.1
Wholesale and Retail Trade	2.5	1.9	-	4.6
Transportation	2.6	2.9	3.1	3.2
Information and Culture	3.8	2.0	3.4	2.0
Finance and Professional Services	3.6	2.3	4.2	2.0
Education, Health and Social Services	3.1	4.6	3.9	3.5
Entertainment and Hospitality	3.0	3.5	2.5	-
Public Administration	3.1	3.8	3.2	2.1
Jurisdictions				
Newfoundland and Labrador	0.5	-	3.2	-
Prince Edward Island	2.8	-	-	3.0
Nova Scotia	3.7	2.9	2.9	3.5
New Brunswick	2.0	-	-	4.0
Quebec	3.2	2.1	3.1	2.4
Ontario	2.9	3.2	2.9	3.0
Manitoba	3.0	3.1	3.8	4.1
Saskatchewan	4.2	4.0	4.2	2.3
Alberta	4.4	5.1	4.5	4.0
British Columbia	2.9	3.3	2.9	3.3
Territories	3.0	-	-	-
Multiprovince	6.0	3.6	2.9	-
Federal Jurisdiction	2.7	2.6	3.3	3.4

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.2
Private Sector	2.4	2.2	3.1	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	2.9
Non-COLA	2.3	2.5	3.3	3.2
COLA	2.4	2.6	3.4	1.8
First-Year Adjustment	2.1	2.4	3.8	2.7
Non-COLA	2.1	2.4	3.9	3.1
COLA	2.6	2.7	3.4	1.1
Industries				
Primary Industries	3.0	2.7	4.7	4.8
Utilities	2.6	2.3	3.8	3.0
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.4	2.2	2.4	1.1
Wholesale and Retail Trade	2.0	1.2	2.4	3.2
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.4	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.5	2.0
Education, Health and Social Services	2.1	2.6	3.5	3.5
Entertainment and Hospitality	1.9	2.9	3.3	1.2
Public Administration	2.5	2.8	3.5	2.4

	2005	2006	2007	2008
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.5	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.0	3.0	2.3	3.7
Quebec	1.6	1.9	3.2	2.4
Ontario	2.7	2.5	3.0	2.2
Manitoba	2.9	2.6	3.0	3.9
Saskatchewan	2.0	2.1	4.1	2.3
Alberta	3.0	3.4	4.9	4.1
British Columbia	0.5	2.5	3.0	3.4
Territories	3.0	3.1	3.0	-
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	3.0

Note: Data for 2008 cover the months of January through May.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9

Year	Public	Private	Both Sectors
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.2	2.4	2.9

Note: Data for 2008 cover the months of January through May.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 325kb).

Major Settlements Reached in May 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
CAE Inc. Saint-Laurent, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) plant and maintenance employees	650	2.9	60.0	Jun 19, 2013
Cargill Better Beef Limited Guelph, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	700	2.3	48.0	Dec 31, 2011
Chrysler Canada Inc. Bramalea, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	3,370	1.0*	35.9	Sep 14, 2011
Chrysler Canada Inc. Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	4,630	1.0*	35.9	Sep 14, 2011
Fenwick Automotive Products, City Wide Automatic Transmission Services Toronto, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	800	1.7	36.0	Feb 28, 2011
Ford Motor Company of Canada, Limited Windsor, Ontario; Bramalea, Ontario; Oakville, Ontario; and St. Thomas, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	7,600	1.0*	35.9	Sep 14, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
General Motors of Canada Limited Oshawa, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	14,000	1.0*	35.9	Sep 14, 2011
General Motors of Canada Limited St. Catharines, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	3,590	1.0*	35.9	Sep 14, 2011
General Motors of Canada Limited Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	1,500	1.0*	35.9	Sep 14, 2011
9 agreements	36,840	1.1	36.7	
Wholesale and Retail Trade				
New Dominion Stores, division of The Great Atlantic & Pacific Company of Canada, Limited province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) retail employees	5,000	1.3	46.0	May 07, 2011
1 agreement	5,000	1.3	46.0	
Transportation				
Purolator Courier Limited Canada-wide, Multiprovince Teamsters Canada (CtW/CLC) couriers; service and maintenance employees	8,500	3.1	48.0	Dec 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Société de transport de Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) office employees	760	1.5	65.8	Jul 01, 2012
2 agreements	9,260	2.9	49.5	
Information and Culture				
Bell Canada province-wide, Ontario; and province-wide, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) craft and service employees	5,250	1.9	60.0	Nov 30, 2012
1 agreement	5,250	1.9	60.0	
Education, Health and Social Services				
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) support employees	1,000	2.9	36.0	Oct 31, 2009
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Canadian Union of Public Employees (CLC) support employees	2,400	5.0	48.0	Mar 31, 2012
London Health Sciences Centre London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health service employees; nursing assistants	1,100	2.8	36.0	Oct 10, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Regional Municipality of Niagara, Home for Senior Citizens Niagara Falls, Ontario Canadian Union of Public Employees (CLC) non-medical employees; nursing assistants	750	3.0	24.0	Dec 31, 2008
University of Calgary Calgary, Alberta Alberta Union of Provincial Employees (Independent-natl.) office employees; technical employees; service and maintenance employees	3,000	4.8	24.0	Mar 31, 2010
5 agreements	8,250	4.2	34.0	
Entertainment and Hospitality				
Cara Flight Kitchen Dorval, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) food service employees	670	3.0	36.0	May 31, 2011
1 agreement	670	3.0	36.0	
Public Administration				
City of Edmonton Edmonton, Alberta International Association of Fire Fighters (AFL-CIO/CLC) firefighters	1,050	5.2	47.8	Dec 18, 2010
City of Kingston Kingston, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	900	3.0	36.0	Dec 31, 2010
Government of Canada Canada-wide, Multiprovince Association of Canadian Financial Officers (Independent-natl.) finance employees	3,250	2.3	24.0	Nov 06, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Government of Canada Halifax, Nova Scotia various unions ship maintenance employees	660	3.8	36.0	Dec 31, 2009
4 agreements	5,860	3.1	31.5	
Agreements with COLA - 6 agreements	34,690	1.0	35.9	
Agreements without COLA - 17 agreements	36,440	2.8	43.7	
All Agreements - 23 agreements	71,130	2.0	39.9	

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Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shm!

Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	132,430	ARB/MED/B	Mar 06-Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
National Research Council of Canada	PIPSC/RCEA	3,010	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	CO	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	MED/WS	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Catholic District School Boards	OECTA	35,280	B/TENT	Aug 08
Ontario Boards of Education	CUPE	31,990	B	Aug/Dec 08
Health Boards of Alberta	AUPE/HSAA	22,650	B/MED/TENT	Mar 08
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
City of Montréal	Various unions	13,950	B/ARB	Dec 06
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Nova Scotia Teachers Union	10,500	B	Jul 08
Toronto Transit Commission	ATU	8,400	MED-ARB	Mar 08
Toronto Police Services Board	Toronto Police Association	7,310	MED	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
College Compensation and Appointments Council	OPSEU	6,000	B	Aug 08
Government of New Brunswick	CUPE	5,760	B/TENT	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
Government of New Brunswick	Nurses	4,390	B	Dec 07
City of Québec	Various unions	4,020	B/ARB	Dec 06
York University	CUPE/York University Staff Association	3,600	B	Jul/Aug 08

Employer	Union	Employees	Status*	Expiry Month
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

Private Sector

Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
Real Canadian Superstores (Alta.)	UFCW	8,150	MED	Aug 06
Bombardier Aéronautique (Que.)	Machinists	5,200	TENT	Nov 08
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	TENT	Dec 07

* ARB - Arbitration
 B - Bargaining
 B/WS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 M/WS - Mediation after work stoppage

PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Ontario Boards of Education	ETFO/OSSTF	101,790	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	Mar 08
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	Aug 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07

Major Work Stoppages

involving 500 or more employees, from **June 20 to July 3, 2008.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
OLG Brantford Casino Brantford, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 675 casino employees	Not available	Jun 1/2008	
McGill University Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec – CSN 1 600 teaching assistants	Wages and working conditions	Apr 8/2008	Jun 23/2008

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

Feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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